

# Daisung Jang

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## Current Position

2018-current *Lecturer*, UQ Business School, University of Queensland  
*Equivalent to Assistant Professor in North American university systems*

## Positions Held

2016-2018 *Postdoctoral Research Associate*, Gies College of Business, University of Illinois, Urbana-Champaign

## Education

2016 Ph.D. in Organizational Behavior, Washington University in St. Louis  
2013 Master of Science in Business Administration, Washington University in St. Louis  
2008 Master of Business Administration, Ajou University  
2004 Bachelor of Psychology (Hons), Macquarie University

## Research Contributions

### JOURNAL ARTICLES

2018 Jang, D., Elfenbein, H. A., & Bottom, W. P. (2018). More than a phase: Form and features of a general theory of negotiation. *Academy of Management Annals*, 12(1), 318-356. doi: 10.5465/annals.2016.0053

2017 Elfenbein, H. A., Jang, D., Sharma, S., & Sanchez-Burks, J. (2017). Validating emotional attention regulation as a component of Emotional Intelligence: A Stroop approach to individual differences in tuning into and out of nonverbal cues. *Emotion*, 17(2), 348-358. doi: 10.1037/em00000145

2015 Mislin, A. A., Boumgarden, P. A., Jang, D., & Bottom, W. P. (2015). Accounting for reciprocity in negotiation and social exchange. *Judgment and Decision Making*, 10(6), 571-589.

- 2013 Jang, D., & Kim, D.-Y. (2013). Seeing something new: Effects of elaboration and repetition on the pattern of explicit and implicit attitude formation. *SAGE Open*, 3(2), 1-9. doi: 10.1177/2158244013500676
- 2011 Jang, D., & Kim, D.-Y. (2011). Increasing implicit life satisfaction. *Social Behavior and Personality*. 39(2), 229-239. doi: 10.2224/sbp.2011.39.2.229
- 2010 Jang, D., & Kim, D.-Y. (2010). The influence of host cultures on the role of personality in the acculturation of exchange students. *International Journal of Intercultural Relations*, 34(4), 363-367. doi: 10.1016/j.ijintrel.2009.12.002
- 2009 Jang, D., & Kim, D.-Y. (2009). Two faces of human happiness: Explicit and implicit life satisfaction. *Asian Journal of Social Psychology*, 12(3), 185-198. doi: 10.1111/j.1467-839X.2009.01284.x

#### BOOK CHAPTERS AND HEALTH RESEARCH

- In press Jang, D., & Elfenbein, H. A., Menstrual cycle effects on mental health outcomes: A meta-analysis. *Archives of Suicide Research*. doi: 10.1080/13811118.2018.1430638
- 2015 Jang, D., & Elfenbein, H. A. (2015). Emotion, Perception and Expression of. In J. D. Wright (Ed.), *International Encyclopedia of the Social & Behavioral Sciences (Second Edition)* (pp. 483-489). Oxford: Elsevier. doi: 10.1016/B978-0-08-097086-8.25052-6
- 2014 Evans, K., Jang, D., & Elfenbein, H. A. (2014). Motivation and emotion in multicultural psychology. In F. T. L. Leong, L. Comas-Díaz, G. C. Nagayama Hall, V. C. McLoyd, & J. E. Trimble (Eds.), *APA Handbook of Multicultural Psychology, Vol. 1: Theory and Research* (pp. 267-284). Washington, DC, US: American Psychological Association. doi: 10.1037/14189-014
- 2011 Jang, D., & Kim, D.-Y. (2011). The implicit cognitive perspective in acculturation. In T. M. Johnson (Ed.), *Acculturation: Implications for Individuals, Families and Societies* (pp.67-93). New York, Hauppauge: Nova Science Pub Inc.

#### MANUSCRIPTS UNDER REVIEW

Kudesia, R., Dotan, H., Jang, D., Orenshtein, C., & Elfenbein, H. A. Mindfulness in the context of trust: Social antecedents and personal outcomes. Revise and resubmit at *Organizational Behavior and Human Decision Processes*.

Jang, D., Huang, J., Bottom, W. P., Schneider, A. K., & Elfenbein, H. A. On the role of personality in negotiation: A multi-method study of conscientiousness. Under review at *Journal of Applied Psychology*.

#### WORK IN PREPARATION

Jang, D., & Bottom W. P. Measuring the (dis)utility of expressing anger in negotiations: Preferences and efficacy.

Loewenstein, J., Wang, C., Choi, H. R., & Jang, D. Redefining the negotiation problem.

Luckman, E., Jang, D., Lee, J., & Bottom, W. P. Exercising bargaining power in a negotia-

tion: How assertiveness, gender, and real alternatives interact to shape the process.

Lee, J., Luckman, E., Jang, D., & Bottom, W. P. Leveling the powerful: Facets of agreeableness and the exclusion of apex bargainers in four person coalition games.

Jang, D., Loyd, D. L., & Kim, J. Gender and the reciprocation of debt.

Jang, D., Porath, C., & Elfenbein, H. A. On the relationship between emotional intelligence and cognitive intelligence.

Jang, D., Elfenbein, H. A., & Huang, J. Combining emotional abilities for performance: The role of emotion management and recognition in a poker game.

Bottom, W. P., Bechara, J., & Jang, D. The nexus of business, government, and social science: Exploration of the field of think tanks.

Elfenbein, H. A., Jang, D., & Kleinbaum, A. Individual differences in network structure: A structural preferences approach.

Elfenbein, H. A., MacKrell, A., Jang, D., & Ding, W. Personality and network structure: A large-scale test.

Jang, D., Zhang, H., & Elfenbein, H. A. The influence of the menstrual cycle on women's affect, behavior, and cognition: A meta-analysis.

#### CONFERENCE PRESENTATIONS

- 2018 Elfenbein, H. A., Jang, D., & Kleinbaum, A. (2018, November). *Individual differences in expressive network structure: A structural preferences approach*. Paper presented at the 18th Economics and Management of Networks conference, Havana, Cuba.
- 2018 Lee, J., Luckman, E. A., Jang, D., & Bottom, W. P. (2018, August). *Agreeableness and alternatives as sources of bargaining power: Evidence from a four-person game*. Paper presented at the 78th annual meeting of the Academy of Management. Chicago, IL, USA.
- 2017 Huang, J., Jang, D., Schneider, A. K., Elfenbein, H. A., & Bottom, W. P. (2017, August). *What makes professional negotiators effective? Examining the case of lawyers*. Paper presented at the 77th annual meeting of the Academy of Management. Atlanta, GA, USA.
- 2017 Luckman, E. A., Jang, D., Lee, J., & Bottom, W. P. (2017, August). *Exercising bargaining power in a negotiation: How assertiveness, gender, and real alternatives interact to shape the process*. Paper presented at the 77th annual meeting of the Academy of Management. Atlanta, GA, USA.
- 2017 Huang, J., Jang, D., Schneider, A. K., Elfenbein, H. A., & Bottom, W. P. (2017, July). *What makes professional negotiators effective? Examining the case of lawyers*. Paper presented at the 30th annual meeting of the International Association of Conflict Management, Berlin, Germany.
- 2016 Jang, D., Elfenbein, H. A., & Bottom, W. P. (2016, August). *Effective at every phase: The role of conscientiousness across phases of negotiation*. Paper presented at the 122nd annual meeting of the Academy of Management, Anaheim, CA, USA.
- 2016 Kudesia, R., Dotan, R., Jang, D., & Elfenbein, H. A. (2016, July). *Mindfulness can be contagious: Evidence for convergence with social interaction partners*. Paper presented at 11th

Annual Conference of the Interdisciplinary Network for Group Research, Helsinki, Finland.

- 2016 Luckman, E. A., Jang, D., Lee, J., & Bottom, W. P. (2016, June). *Individual differences in group negotiations: An exploratory analysis of personality differences in a three-person negotiation game*. Paper presented at the 29th annual meeting of the International Association of Conflict Management, New York, NY, USA.
- 2015 Jang, D., Bottom, W. P., & Elfenbein, H. A. (2015, August). *Interdisciplinary perspectives on effective behavior before, during, and after deal-making*. Paper presented at the 121st annual meeting of the Academy of Management, Vancouver, BC, Canada.
- 2015 Jang, D., Bottom, W. P., & Elfenbein, H. A. (2015, June-July). *Individual difference antecedents to successful negotiation behaviors*. Paper presented at the 28th annual meeting of the International Association of Conflict Management, Clearwater Beach, FL, USA.
- 2015 Jang, D., & Bottom, W. P. (2015, June-July). *Does anger pay in negotiation?* Paper presented at the 28th annual meeting of the International Association of Conflict Management, Clearwater Beach, FL, USA.
- 2015 Jang, D., & Bottom, W. P. (2015, June). *Does anger pay in negotiation?* Paper presented at the 15th annual meeting of the International Conference on Group Decision & Negotiation, Warsaw, Poland.
- 2015 Jang, D., Elfenbein, H. A., & Bottom, W. P. (2015, June). *Individual differences in negotiation behaviors*. Poster presented at the 4th Biennial Meeting of the Association for Research in Personality, Saint Louis, MO, USA.
- 2015 Elfenbein, H. A., Jang, D., Sharma, S., & Sanchez-Burks, J. (2015, June). *The Emotional Stroop*. Poster presented at the 4th Biennial Meeting of the Association for Research in Personality, Saint Louis, MO, USA.
- 2015 Bottom, W. P., Jang, D., & Bechara, J. P. (2015, May). *Mapping the field of public policy think tanks: Prototypes and value structure*. Paper presented at the 1st OLS Workshop On “The Politicization of Firms”, Paris, France.
- 2015 Bottom, W. P., Jang, D., & Bechara, J. P. (2015, May). *Organizing at the nexus of business, government, media and science: A relational perspective on think tanks*. Paper presented at the 1st OLS Workshop On “The Politicization of Firms”, Paris, France.
- 2014 Elfenbein, H. A., Jang, D., Sharma, S., & Sanchez-Burks, J. (2014, August). *The Emotional Stroop*. Paper presented at the 120th annual meeting of the Academy of Management held in Philadelphia, PA, USA.
- 2014 Bottom, W. P., Jang, D., & Bechara, J. P. (2014, August). *The nexus of business, government, and social science: the field of think tanks*. Paper presented at the 120th annual meeting of the Academy of Management, Philadelphia, PA, USA.
- 2013 Bottom, W. P., Jang, D., & Bechara, J. P. (2013, October). *Organizing at the nexus of business, government, and social science: Exploration of think tanks*. Paper presented at the 56th annual meeting of the Midwest Academy of Management, Milwaukee, MI, USA.
- 2013 Jang, D., & Bottom, W. P. (2013, June-July). *Why you and your emotions make a difference in negotiations: The effect of personality, emotions, and task type on negotiated outcomes*.

Paper presented at the 26th annual Conference of IACM, Tacoma, WA, USA.

- 2012 Mislin, A. A., Boumgarden, P. A., & Jang, D. (2012, August). *Social exchange in negotiation: How relational accounts influence negotiator behavior*. Paper presented at the 119th annual meeting of Academy of Management, Boston, MA, USA.
- 2010 Jang, D., Kim, D.-Y., & Oh, S. (2010, July). *Leaving two impressions: How do explicit and implicit attitudes form towards a new brand?* Paper presented at the 27th International Congress of Applied Psychology, Melbourne, Australia.
- 2009 Yang, H. C., Jang, D., & Kim, D.-Y. (2009, August). *Effect of person-environment fit on job performance in Korea*. Poster presented at the 117th annual conference of the American Psychological Association, Toronto, ON, Canada.
- 2009 Jang, D., Kim, D.-Y., & Kim, S. (2009, August). *Explicit and implicit attitude formation through advertising*. Paper presented at the 117th annual conference of the American Psychological Association, Toronto, ON, Canada.
- 2008 Jang, D., & Kim, D.-Y. (2008, November). *Explicit and implicit life satisfaction*. Paper presented at the 2008 Korean Social and Personality Psychology Winter Conference, Seoul National University, Seoul, Korea.
- 2008 Kim, D.-Y., & Jang, D. (2008, September). *Malleability of explicit and implicit cognition: Explicit and implicit attitude formation through advertising*. Poster presented at the 72nd annual conference of Japanese Psychological Association, Sapporo, Japan.
- 2008 Yang, H. C., Jang, D., Kim, D.-Y., & Lee, Y. J. (2008, September). *Profit and nonprofit organizations in Korea*. Poster presented at the 72nd annual conference of Japanese Psychological Association, Sapporo, Japan.
- 2008 Jang, D., & Kim, D.-Y. (2008, September). *Investigation of personality and acculturation among exchange students*. Poster presented at the 72nd annual conference of Japanese Psychological Association, Sapporo, Japan.
- 2008 Jang, D., Kim, D.-Y., & Kim, M. (2008, August). *Exchange students to and from Korea: Personality and adjustment*. Poster presented at the 116th annual conference of American Psychological Association, Boston, MA, USA.
- 2008 Yang, H. C., Jang, D., & Kim, D.-Y. (2008, August). *Employee characteristics of private and public organisations in South Korea*. Poster presented at the 115th annual meeting of Academy of Management, Anaheim, CA, USA.
- 2008 Jang, D., & Kim, D.-Y. (2008, March). *Cross-cultural investigation of factors involved in the adjustment of exchange students: Examples from Ajou University, South Korea*. Paper presented at the Asia-Pacific Association for International Education, Tokyo, Japan.
- 2007 Jang, D., Kim, D.-Y., Lee, K. S., & Kim, E. M. (2007, August). *Implicit life satisfaction and its implications in understanding well-being*. Poster presented at the 115th annual conference of American Psychological Association, San Francisco, CA, USA.
- 2007 Jang, D., Kim, D.-Y., Kim, S., & Park, J. S. (2007, August). *Conscious and non-conscious attitudes towards product, brands, and purchase intent*. Poster presented at the 115th annual conference of American Psychological Association, San Francisco, CA, USA.
- 2007 Jang, D., & Kim, D.-Y. (2007, January). *Effect of culture and mood on explicit and implicit*

*life satisfaction*. Poster presented at the 8th annual meeting of Society for Social and Personality Psychology, Memphis, TN, USA.

- 2004 Jang, D., & Kim, D.-Y. (2004, November). *Cross-cultural differences in the sense of well-being: why do differences exist?* Paper presented at the Proceedings of the 6th Australian Conference on Quality of Life, Melbourne, Australia.

## Teaching Experience

- 2018 Instructor, masters level performance management course, University of Queensland.
- 2016-2018 Instructor, undergraduate negotiations course, University of Illinois, Urbana-Champaign. Overall effectiveness rating: Average 4.6 on a 5-point scale.
- 2013 Adjunct lecturer, undergraduate negotiations course, Washington University in St. Louis. Overall effectiveness rating: Average 8.2 on a 10-point scale.
- 2011-2015 Teaching assistant, executive MBA negotiations course, Washington University in St. Louis.
- 2007-2008 Teaching assistant, undergraduate organizational behavior, Ajou University, South Korea.
- 2007 Guest lecturer, undergraduate organizational behavior, University of Joensuu, Finland.
- 2006-2009 Guest lecturer, undergraduate organizational behavior, Ajou University, South Korea.

## Service to the Profession

- Reviewer, International Association of Conflict Management Conference
- Reviewer, Academy of Management Conference
- Reviewer, Academy of Management Conference Africa
- Ad-hoc reviewer for Journal of Applied Psychology
- Ad-hoc reviewer for Cognition and Emotion
- Ad-hoc reviewer for Journal of Organizational Behavior
- Ad-hoc reviewer for Negotiation and Conflict Management Research

## Awards, Honors, & Fellowships

- 2018 Business, Economics, and Law Faculty New Staff Research Start Up Grant, University of Queensland
- 2017 Instructor rated as outstanding in the Department of Business Administration, University of Illinois, Urbana-Champaign
- 2016 Instructor rated as excellent in the Department of Business Administration, University of Illinois, Urbana-Champaign
- 2010-2015 Washington University in St. Louis Doctoral Fellowship
- 2013 Moog Scholar Award for outstanding scholarship
- 2007 Society for Personality and Social Psychology Travel Award

2006-2008 Ajou University Graduate Student Full Scholarship

## Professional Experiences

2008-2010 Research Associate, Center for Interdisciplinary Research in Business and Psychology, Ajou University, South Korea.

2003 Research Apprentice, Macquarie University Anxiety Research Clinic, Macquarie University, Australia.

## References

William P. Bottom (Co-Advisor)  
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Phone: +1 314 935 9248  
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